

# Earline Romaguera

earline.romaguera58@gmail.com | 1-569-565-3950 x65239 | Zemlakton, Guernsey | <https://linkedin.com/in/Earline.Romaguera>

## PROFESSIONAL SUMMARY

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Proven HR Manager experienced at scaling teams and processes across startup, comfortable working cross-functionally.

## SKILLS

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### Talent

Sourcing

### Operations

HRIS (Workday/BambooHR)

### People Practices

Succession Planning • Performance Management • L&D

### Compliance

Diversity & Inclusion • Employment Law • GDPR • Workplace Investigations

## EXPERIENCE

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### HR Manager — Schulist - Lynch (2021-05-29 - 2023-08-04)

- Implemented a performance review program which improved engagement scores by 18 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Business Partner — Johns - Wuckert (2019-01-14 - 2024-03-27)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 15%.
- Implemented a performance review program which improved engagement scores by 7 points.
- Led recruitment for 79 roles across EMEA/US, reducing time-to-hire by 11%.

## ACADEMIC BACKGROUND

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B.A. Business Administration, Morar LLC Institute (2014)

## PROJECTS

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**demergo totidem** - Decentralized empowering throughput

**stabilis** - Progressive 24/7 encoding <https://private-molasses.info/>

**delego** - Open-source systemic flexibility